

WLIU Public File EEO Report

February 2004-January 2005

1. Full Time Vacancies Filled

WLIU recruited for and filled three full-time positions during this period. The positions filled were Director of On-Air Fund Raising and Special Events, News Anchor/Reporter, and Director of Underwriting.

2. Recruitment sources

<u>Name of Organization</u>	<u>e-mail address</u>	<u>phone</u>
Asian American Journalists Association	post@aaja.org	415-346-2051
Corporation for Public Broadcasting	www.cpb.org	202-879-9600
Current Magazine	Danielle@current.org	202-463-7055
East End Classified Network	classy@easthamptonstar.com	631-324-0002
Journalismjobs.com	contact@journalismjobs.com	510-524-2007
Long Island University Website	danibell@liu.edu	631-283-4000
National Association of Black Journalists	www.najb.org	888-491-8833
National Association of Hispanic Journalists	jobbank@najh.org	202-662-7145
National Federation of Community Broadcasters	mike@nfcfb.org	510-451-8200
National Lesbian and Gay Journalists Assoc.	aeyoung@nlgja.org	202-588-9888
National Public Radio	dgatewood@npr.org	202-513-2731
Newsday	Fax: 631-843-2477	631-843-3102
Radio and Television News Directors Association	www.rtnda.org	800-807-8632

On-campus postings

Word of mouth networking with public radio professional fund raisers and news colleagues, broadcast and news organizations, and non-profit organization managers in the local area.

3. Referral Source

The position of Director of On-Air Fund Raising and Special Events was filled by word of mouth referral to the general manager.

The position of News Anchor/Reporter was filled by a reference from the RTNDA.

The position of Director of Underwriting was through a referral from a colleague in commercial broadcasting in the local area.

4. Total number of applicants for these positions and recruitment source referrals

A total of sixty-eight candidates applied for the three positions filled during this period. 22 finalists were interviewed for the three positions. Because the skills required of candidates for the Director of On-Air Fund Raising and Special Events and the Director of Underwriting were similar, some candidates were considered for both positions.

Seventeen candidates applied for the position of Director of On-Air Fund Raising and Special Events. Eleven candidates were finalists for the position.

Forty-six candidates applied for the News Anchor/Reporter position. Six finalists were interviewed for the position.

Six candidates applied for the position of Director of Underwriting. All six were interviewed for the position.

The candidates for the Director of Underwriting and Director of On-Air Fund Drives and Special Events came largely from the local region upon referral from professional colleagues and friends. The candidates for the position of news director came from across the United States and other countries. The majority of those candidates responded from job announcements in publications or websites of the RTNDA or journalismjobs.com. National Public Radio and the Corporation for Public Broadcasting. A few candidates responded to advertisements placed with the Asian American, Black Journalists, Lesbian and Gay Journalists, and Hispanic Journalists and local newspapers.

5. EEO Initiatives

WLIU is licensed to, and part of Long Island University (LIU). Long Island University is a diverse institution with three campuses spread across the entire length of Long Island. LIU has an urban campus in Brooklyn, a suburban campus in Brookville, and a rural/resort area campus in Southampton, New York. The University is located in communities with widely diverse populations. The majority of its student body comes from the region and reflects the diversity of the communities in which the University is located. LIU and WLIU are fully committed to inclusion and diversity, equal opportunity, and affirmative action in our recruitment and selection of employees and students. WLIU is an active member of national public radio and supports the initiatives of the various trade organizations that were created to increase the number of minority and women in non-commercial broadcasting. The majority of our EEO initiatives are directed at the communities we serve, the LIU student body and staff, and the extended public broadcasting community.

6. Supplemental recruitment initiatives during this period.

WLIU recruits for all of its positions among a large group of agencies, organizations, and industry organizations that advertise job opening to women and minorities.

WLIU recruits for part-time, work study, and internship positions from among students within the University community and at other educational institutions. These students not only fill important positions as part time employees of WLIU but are also given the opportunity for experiential learning experiences under the tutelage of the entire professional staff of the station. Students in this program assist in programming, engineering, production, administration, and web activities. During this period, one LIU student became the station webmaster and gained experience in creating and managing websites, a local high-school student became a regular film critic on our daily Arts and Cultural program. We believe the pool of talent made up of students and community volunteers is not only a rich resource of talent for WLIU but a way to introduce talented people to jobs in broadcasting.

WLIU staff serves as adjunct professors and use WLIU as a laboratory for students to extend their learning to real time broadcasting.

WLIU provides speakers for community groups and aggressively pursues opportunities, through its local programming, to reach out to underserved populations within our community. Our growing investment in local news and our introduction of a daily hour long program devoted to the promotion of arts and culture in our communities has given the station access to a large number of community and arts organizations focusing on the special needs and interests of women and minorities. This outreach to the community not only provides us with an opportunity to improve our programming service to the community but enhances our EEO initiatives to recruit and promote jobs in broadcasting.